

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME PROPOSAL – SALARY STEP PLACEMENT

Proposed MEF AND CEO Language:

U-C
5/15/15

**NEW ARTICLE STEP PLACEMENT (INCLUDES TRANSFERS, PROMOTIONS,
AND DEMOTIONS DEFINITIONS)**

Step Placement	The placement of an employee upon promotion shall be to a step at the rate in the salary range of the higher class which is at least five percent (5%) higher in the salary range schedule than the rate received by the employee in the employee's present class.
Promotion	Is the advancement from a position in one class to a position in another class with a higher salary range.
Lateral Transfer	Is the movement to a position within the same class or to a position in a different class within the same salary range.
Demotion	Is the movement from a position in one class to a position in another class with a lower salary range.

